

GLOBAL EVENTS COMPANY (TOP 3)

Challenge

Support the CEO into their role and across his tenure, support the management team to grow the business from 300 UK based-people to several thousand across multiple continents, private equity investment and performing, despite incredible impacts from a global pandemic.

Approach

Throughout his tenure the CEO has worked with NEP through regular high-performance coaching sessions to challenge his approach, his thinking and ultimately ensure that his mindset, energy and focus were in the best possible condition for remaining sustainable, and effective.

The leadership team all received individual coaching when required during different pressure points in their journey to elevate their thinking and performance.

Multiple teams across the business received High Performance workshops, values reviews and implementation and strategic support based on neuroscience.

Through the global pandemic, the leadership team were supported with team sessions on 'effectiveness and sustainability'. Ongoing coaching was offered to each of them as they navigated the challenging task of keeping engagement and managing challenging situations.

Outcomes

The leadership team has been developed in a strategic way throughout the tenure of the CEO. They are a cohesive, professional, energised, aligned and effective high performing team. The succession strategy has been rewarding and aligned to a continuously referred-to vision. The values of the business are clear and have acted as a guiding light for the business through many challenging times. The business remains high performing despite the industry being significantly effected, and the team has been able to stay agile throughout.